Appendix 2 provides information on the five secondary proposals and four primary proposals presented by the Blueprint for Education Member/Officer Working Group and the Schools Service.

Additional detailed information has been provided to all Members in an information folder. The information has been provided under the following headings:

- Consultation Feedback Forms
- Informal Consultation Reports
- Head Teachers Comments
- Strategic Fit of Blueprint Proposals
- School Transport
- Alternative Developments of School Buildings
- Information on each School
- Placing Requests
- Summary of Primary Proposals Financial Information
- Summary of Secondary Proposals Financial Information

This information is also available to the general public. Copies have been placed in school libraries and the main library in Lerwick. Electronic copies are available on the Council website www.shetland.gov.uk
Blueprint for Education

Secondary Proposal 1 maintaining the status quo with significant reorganisation.

SECONDARY PROPOSAL 1

SHETLAND SECONDARY SCHOOL STRUCTURE AND TRANSITION FRAMEWORK

Management structures have been calculated with a number of options:

- Depute Head Teachers in secondary departments and Head Teachers in primary departments
- Head Teachers in secondary departments and Principal Teachers in primary departments
- Head Teachers and Depute Head Teachers remaining in all campus schools (except Skerries)
Education

- Increased course choice
- Shared staff
- More viable class sizes could be created
- Improved telecommunications
- 50 minute period timetable across all schools
- Secondary provision will remain in all communities
- Strengthened 16+ learning opportunities
- Core teaching staff maintained in each campus school

Finance

- Total savings of approximately £1.6 million per annum
- A reduction of middle and senior management positions
- A reduction of central staff
- Introduction of a Principal Teacher staffing formulae
- Analysis of current classroom teacher numbers and introduction of staffing formulae over a period of time
- There will be no additional costs to hostel accommodation

Transport

- Pupils to have access to courses in other schools and colleges
- Current transport arrangements for moving pupils will be enhanced to allow travel between schools and colleges

Community

- See summary sheets on informal consultation
- Retained secondary school provision in all communities
Secondary Proposal 2 with significant reorganisation and limited closures. Formal consultation would begin for the closure of Scalloway Junior High School secondary department and Skerries School secondary department.

SECONDARY PROPOSAL 2

SHETLAND SECONDARY SCHOOL STRUCTURE AND TRANSITION FRAMEWORK

Management structures have been calculated with a number of options:

- Depute Head Teachers in secondary departments and Head Teachers in primary departments
- Head Teachers in secondary departments and Principal Teachers in primary departments
- Head Teachers and Depute Head Teachers remaining in all campus schools (except Skerries)
**Education**

- Skerries and Scalloway secondary pupils to Anderson High School generating a pupil roll of 928. The current capacity of the Anderson High School is 1200.
- Increased course choice
- Shared staff
- More viable class sizes
- Improved telecommunications
- 50 minute period timetable across all schools
- Primary provision will remain in Scalloway and Skerries
- Strengthened 16+ learning opportunities
- Core teaching staff maintained in each campus school

**Finance**

- Total savings of approximately £2.9 million
- A reduction of middle and senior management positions
- A reduction of central staff
- Introduction of a Principal Teacher staffing formulae
- Analysis of current classroom teacher numbers and introduction of staffing formulae over a period of time
- There will be no additional costs to hostel accommodation

**Transport**

- Longest current single journey for pupils is from North Nesting to Anderson High School. This is sixty minutes and under this proposal this would not change
- Use of existing travel arrangements for Skerries and Scalloway S5 and S6 pupils extended to S1 to S4 pupils
- Current transport arrangements for moving pupils will be enhanced to allow travel between schools and colleges
- Additional cost for transport would be approximately £44,000 (subject to contracts)

**Community**

- See summary sheets on informal consultation
- Alternative uses for school buildings
- The employment implications include redeployment and transfer of staff
- Some employment opportunities will be lost
Secondary Proposal 3 with significant closures and a North Isles School. Formal consultation would begin for the closure of all secondary departments with the exception of Anderson High School, Brae High School and Mid Yell Junior High School (the North Isles School).

SECONDARY PROPOSAL 3

SHETLAND SECONDARY SCHOOL STRUCTURE AND TRANSITION FRAMEWORK
Education (current capacity is indicative)

- Aith, Sandwick, Whalsay, Skerries and Scalloway secondary pupils to Anderson High School generating a pupil roll of 1258. The current capacity of the Anderson High School is 1200.
- Brae High School secondary pupil roll will be 221. The current capacity of Brae High School secondary department is 300.
- Baltasound secondary pupils to Mid Yell (North Isles School) generating a pupil roll of 73. The capacity of the new Mid Yell Junior High School secondary department is 120.
- More viable class sizes and improved staff retention and recruitment.
- 50 minute period timetable across all schools.
- Primary provision will remain in Aith, Sandwick, Whalsay, Skerries, Scalloway and Baltasound.
- Strengthened 16+ learning opportunities.

Finance

- Total savings of approximately £5 million.
- Significant savings by closing secondary departments.
- Possible additional capital implications for a new Anderson High School.
- A reduction in senior and middle management positions.
- A reduction of central staff.
- Equality measures for primary specialist provision.
- Introduction of a Principal Teacher staffing formulae.
- Analysis of current classroom teacher numbers and introduction of staffing formulae over a period of time.
- Additional operating costs of approximately £86,000 for hostel accommodation (subject to external funding) with additional capital costs.

Transport

- Longest travel times would be Haroldswick to Mid Yell, and Sandness to Anderson High School.
- Longest current single journey for pupils is from North Nesting to Anderson High School. This is sixty minutes and under this proposal this journey would still exist.
- Use of existing travel arrangements for Aith, Sandwick, Whalsay, Skerries and Scalloway S5 and S6 pupils extended to S1 to S4 pupils.
- Additional cost for transport would be approximately £125,000 (subject to contracts).

Community

- See summary sheets on informal consultation.
- Retains primary provision in these communities.
- Maintains a number of employment opportunities in primary schools.
- Loss of some local employment opportunities.
- Alternative uses for school buildings may provide other community opportunities.
Secondary Proposal 4 with the closure of Junior High Schools. All S1 to S4 Junior High Schools would be closed and secondary provision located in the two existing High Schools, Brae High School and the Anderson High School, Lerwick.

SECONDARY PROPOSAL 4

SHETLAND SECONDARY SCHOOL STRUCTURE AND TRANSITION FRAMEWORK

North

Brae High School
S1 to S6

Transition Team
Manager
HT's & DHT's
PT's
Learning Tutors
16+ Learning Co-ordinators
College Staff

Central, West and South

Anderson High School
S1 to S6

Shetland College and NAFC
**Education** (current capacity is indicative)

- Baltasound, Mid Yell, Aith, Sandwick, Whalsay, Skerries and Scalloway secondary pupils to Anderson High School generating a pupil roll of 1331. The current capacity of the Anderson High School is 1200
- Brae High School secondary pupil roll will be 221. The current capacity of Brae High School secondary department is 300
- More viable class sizes and improved staff retention and recruitment
- 50 minute period timetable across all schools
- Primary provision will remain in Baltasound, Mid Yell, Aith, Sandwick, Whalsay, Skerries and Scalloway
- Strengthened 16+ learning opportunities

**Finance**

- Total savings of approximately £5.2 million
- Significant savings by closing seven secondary departments
- Additional capital implications for a new Anderson High School
- A reduction in senior and middle management positions
- A reduction of central staff
- Equality measures for primary specialist provision
- Introduction of a Principal Teacher staffing formulae
- Analysis of current classroom teacher numbers and introduction of staffing formulae over a period of time
- Additional operating costs of approximately £487,000 for hostel accommodation (subject to external funding) with additional capital costs

**Transport**

- Longest travel time would be Sandness to Anderson High School
- Some new transport arrangements will need to be put in place
- Longest current single journey for pupils is from North Nesting to Anderson High School. This is sixty minutes and under this proposal this journey would still exist
- Existing travel arrangements for S5 and S6 pupils would be used for S1 to S4 pupils travelling from Unst, Yell, Aith, Sandwick, Whalsay, Skerries and Scalloway
- Additional cost for transport would be approximately £3,000 (subject to contracts)

**Community**

- See summary sheets on informal consultation
- Retains primary provision in these communities
- Maintains a number of employment opportunities in primary schools
- Loss of some local employment opportunities
- Alternative uses for school buildings may provide other community opportunities
Secondary Proposal 5 with the closure of all Junior High Schools and Brae High School. All secondary provision for Shetland will be located in the Anderson High School, Lerwick.

SECONDARY PROPOSAL 5

SHETLAND SECONDARY SCHOOL STRUCTURE AND TRANSITION FRAMEWORK
Education (current capacity is indicative)

- Brae, Baltasound, Mid Yell, Aith, Sandwick, Whalsay, Skerries and Scalloway secondary pupils to Anderson High School generating a pupil roll of 1552. The current capacity of the Anderson High School is 1200
- More viable class sizes and improved staff retention and recruitment
- 50 minute period timetable across all schools
- Primary provision will remain in Brae, Baltasound, Mid Yell, Aith, Sandwick, Whalsay, Skerries and Scalloway
- Strengthened 16+ learning opportunities

Finance

- Total savings of approximately £6.2 million
- Significant savings by closing all other secondary departments
- Additional capital implications for a new Anderson High School
- Equality measures for primary specialist provision
- A reduction of central staff
- Introduction of a Principal Teacher staffing formulae
- Analysis of current classroom teacher numbers and introduction of staffing formulae over a period of time.
- Additional operating costs of approximately £543,000 for hostel accommodation (subject to external funding) with additional capital costs

Transport

- The longest travel times would be from North Roe to the Anderson High School, and Sandness to Anderson High School
- Some new transport arrangements will need to be put in place, including Brae pupils to the Anderson High School
- Longest current single journey for pupils is from North Nesting to Anderson High School. This is sixty minutes and under this proposal this journey would still exist
- Existing travel arrangements for S5 and S6 pupils would be used for S1 to S4 pupils travelling from Unst, Yell, Aith, Sandwick, Whalsay, Skerries and Scalloway
- Additional cost for transport would be approximately £167,000 (subject to contracts)

Community

- See summary sheets on informal consultation
- Retains primary provision in these communities
- Maintains a number of employment opportunities in primary schools
- Loss of some local employment opportunities
- Alternative uses for school buildings may provide other community opportunities
Primary Proposal 1 is maintaining the status quo. Retaining the current primary provision with the introduction of a secondary proposal and a package of savings.

Approval is already in place for Early Stage Units and an Admissions Policy. In addition to this a package of savings could include:

• Reduction in the provision of support staff: classroom assistants, supervisory assistants, janitorial staff and cleaning

• Provision of specialist staff limited only to art, music and PE, and limited to providing the minimum non-contact time required for class teachers

• Introduce national staffing levels

• Review of Additional Support Needs staffing

• Less use of Shetland Recreational Trust facilities, and more use of school gym facilities

• Reduce swimming provision

• Discontinue knitting instruction

• As a result of the above, re-job size promoted posts

• Review of the central service
Education

- Contraction of educational opportunities for some pupils
- Larger class sizes
- Opportunity to provide equity
- Teaching Head Teachers
- Reduction in support staff but retaining a teaching presence

Finance

- Highest proposed saving of approximately £1.5 million
- Lowest proposed saving of approximately £1 million
- Classroom assistants removed - £300,000; 50% reduction - £150,000
- Supervisory assistants cut by 10% - £14,000 saving
- Janitors overtime reduction - £80,000 saving
- Cleaning reduction of 50% - £540,000 saving and 25% - £270,000 (salaries only)
- National primary staffing levels applied - £400,000 saving
- Removal of knitting instruction - £130,000 saving

Transport

- Transport arrangements already in place

Community

- Retains primary provision in all existing locations
- Loss of part-time jobs
- Potential impact on other local services
Primary Proposal 2, with limited closures, together with a secondary proposal. Formal consultation would begin for the closure of Uyeasound, Burravoe, North Roe, Olnafirth and Sandness.

In addition, consideration will be given to the feasibility study on primary provision in the Lerwick area. This will examine options for replacing current primary provision in three schools with one school. This work will involve further separate reports to Council, appropriate consultation and identification of capital costs. Such work does not impact on any other part of Primary Proposal 2.
**Education** (current capacity is indicative)

- Uyeasound to Baltasound generating a pupil roll of 36. The current capacity of Baltasound Junior High School primary department is 132
- Burravoe to Mid Yell generating a pupil roll of 60. The capacity of Mid Yell Junior High School primary department new build will be 90
- Olnafirth to Lunnasting generating a pupil roll of 50. The current capacity of Lunnasting is 46
- Olnafirth to Mossbank generating a pupil roll of 64. The current capacity of Mossbank is 193
- Olnafirth to Brae High School primary department generating a pupil roll of 136. The current capacity of Brae High School primary department is 158
- North Roe to Ollaberry generating a pupil roll of 23. The current capacity of Ollaberry is 58
- Sandness to Happyhansel generating a pupil roll of 53. The current capacity of Happyhansel is 78
- Sandness to Aith Junior High School primary department generating a pupil roll of 66. The current capacity of Aith Junior High School primary department is 112
- This proposal has no impact on pre-school provision

**Finance**

- Highest proposed savings of approximately £2.9 million. This includes savings from Primary Proposal 1 applied to the remainder of the school estate
- Lowest proposed savings of approximately £2.7 million. This includes savings from Primary Proposal 1 applied to the remainder of the school estate
- A reduction of central staff
- Possible capital investment may be required at Lunnasting
- Significant capital investment would be required for a new Lerwick primary school
- Approximately £330,000 saving in staffing and running costs created by one Lerwick primary school
- Olnafirth to Brae results in a non teaching promoted post

**Transport**

- Longest single travel times are from Olnafirth to Mossbank, and Sandness to Aith
- Additional cost for transport would be approximately highest £91,000 and lowest £55,000 (subject to contracts)

**Community**

- See summary sheets on informal consultation
- Alternative uses for school buildings
- The employment implications include redeployment and transfer of staff
- some employment opportunities will be lost
Primary Proposal 3 is for considerable closures. Formal consultation would begin for the closure of Uyeasound, Burravoe, Cullivoe, North Roe, Urafirth, Olnafirth, Sandness and Skeld.

In addition, consideration will be given to the feasibility study on primary provision in the Lerwick area. This will examine options for replacing current primary provision in three schools with one school. This work will involve further separate reports to Council, appropriate consultation and identification of capital costs. Such work does not impact on any other part of Primary Proposal 3.
**Education** (current capacity is indicative)

- Uyeasound to Baltasound generating a pupil roll of 36. The current capacity of Baltasound Junior High School primary department is 132
- Burravoe and Cullivoe to Mid Yell generating a pupil roll of 83. The capacity of Mid Yell Junior High School primary department new build will be 90
- Olnafirth to Lunnasting generating a pupil roll of 50. The current capacity of Lunnasting is 46
- Olnafirth to Mossbank generating a pupil roll of 64. The current capacity of Mossbank is 193
- Olnafirth to Brae High School primary department generating a pupil roll of 136. The current capacity of Brae High School primary department is 158
- North Roe and Urafirth to Ollaberry generating a pupil roll of 36. The current capacity of Ollaberry is 58
- Sandness and Skeld to Happyhansel generating a pupil roll of 71. The current capacity of Happyhansel is 78
- Sandness and Skeld to Aith Junior High School primary department generating a pupil roll of 84. The current capacity of Aith Junior High School primary department is 112
- Provision for pre-school education in Northmavine would be provided at Ollaberry
- Provision for pre-school education in the West Side would be provided at Happyhansel or Aith

**Finance**

- Highest proposed savings of approximately £3.4 million. This includes savings from Primary Proposal 1 applied to the remainder of the school estate
- Lowest proposed savings of approximately £3.3 million. This includes savings from Primary Proposal 1 applied to the remainder of the school estate
- A reduction of central staff
- Possible capital investment may be required at Lunnasting
- Significant capital investment would be required for a new Lerwick primary school
- Approximately £330,000 saving in staffing and running costs created by one Lerwick primary school
- Olnafirth to Brae results in a non teaching promoted post

**Transport**

- Longest single travel time is Sand to Happyhansel
- Additional cost for transport would be approximately highest £102,000 and lowest £61,000 (subject to contracts)

**Community**

- See summary sheets on informal consultation
- Alternative uses for school buildings
- The employment implications include redeployment and transfer of staff
- Some employment opportunities will be lost
Significant Primary School closures, with secondary department closures, creating large primary schools. Formal consultation would begin for the closure of Uyeasound, Burravoe, Cullivoe, North Roe, Urafirth, Ollaberry, Olnafirth, Lunnasting, Mossbank, Sandness, Skeld, Happyhansel, Whiteness, Tingwall, Nesting, Hamnavoe, Cunningsburgh and Dunrossness.

In addition, consideration will be given to the feasibility study on primary provision in the Lerwick area. This will examine options for replacing current primary provision in three schools with one school. This work will involve further separate reports to Council, appropriate consultation and identification of capital costs. Such work does not impact on any other part of Primary Proposal 4.
**Education** (current capacity is indicative and assumes secondary department closures)

- Uyeasound to Baltasound generating a pupil roll of 36. The current total capacity of Baltasound Junior High School is 192
- Burravoe and Cullivoe to Mid Yell generating a pupil roll of 83. The total capacity of Mid Yell Junior High School new build will be 210
- North Roe, Ollaberry, Urafirth, Mossbank, Lunnasting, Olnafirth to Brae generating a pupil roll of 238. The current total capacity of Brae High School is 458
- Sandness, Happyhansel and Skeld to Aith generating a pupil roll of 133. The current total capacity of Aith Junior High School is 232
- Whiteness, Tingwall, Nesting and Hamnavoe to Scalloway generating a pupil roll of 334. The current total capacity of Scalloway Junior High School is 290
- Cunningsburgh and Dunrossness to Sandwick generating a pupil roll 266. The current total capacity of Sandwick Junior High School is 393
- Pre-school provision would be provided in each large primary school

**Finance**

- Total proposed savings of approximately £5.8 million. This includes savings from Primary Proposal 1 applied to the remainder of the school estate
- A reduction of central staff
- Capital investment required in most locations
- Significant capital investment would be required for a new Lerwick primary school
- Approximately £330,000 saving in staffing and running costs created by one Lerwick primary school
- A number of non teaching primary promoted posts will be created

**Transport**

- Longest single journey for pupils in this proposal would be from North Nesting to Scalloway Junior High School. This is sixty minutes. This journey currently exists for secondary pupils
- New transport arrangements would need to be put in place for new catchments
- Additional cost for transport would be approximately £54,000 (subject to contracts)

**Community**

- See summary sheets on informal consultation
- Centralised provision
- Loss of part-time jobs
- Loss of employment opportunities in some communities
- Potential impact on other local services
- Alternative uses for school buildings